



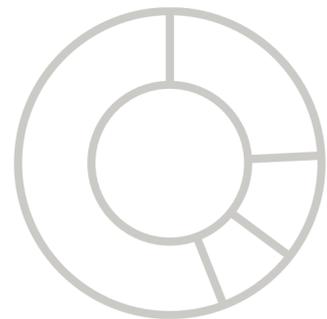
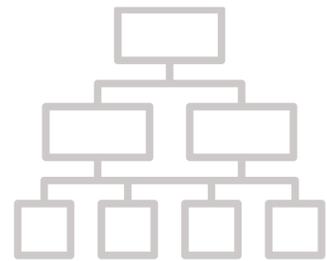
University Analytics  
& Institutional Research

# EXPLORE ARIZONA THROUGH DATA

FOCUS ON INSTITUTIONAL DIVERSITY DATA



# OVERVIEW



- Introduction (feat. Judy Kiyama)
- Brief introduction to UAccess Analytics
- Diversity Data Overview (Race/Ethnicity Reporting FAQ)
- Interactive Fact Book Academic College Diversity
- Institutional Diversity Student
- Institutional Diversity Workforce
- My UAccess Details
- Conclusion

## Who We Are & What We Do

UAIR is committed to providing data that empowers campus decision makers, informs policy and practice, and tells the Arizona story.

Data  
Warehouse

UAccess  
Analytics &  
Reporting

External  
Reporting &  
Rankings

Interactive  
Fact Book

Customer  
Experience &  
Support

Data Science

System  
Performance





# Judy Marquez Kiyama

Associate Vice Provost, Faculty Development and  
Professor, Center for the Study of Higher Education



# Centering Equity Across the Data Life Cycle

*“Policymakers strive to make data-driven decisions that support the common good, and as a result, sharing...[higher education] data are now commonplace...Yet the way that [institutional] data are used can also...produce inequitable resource allocation, access, and outcomes.”*

*- Actionable Intelligence for Social Policy, University of Pennsylvania, 2020*



# ACKNOWLEDGEMENTS | UAIR Team Members

## TODAY'S PRESENTERS

- Christopher Cherry, IT Training & Support Specialist
- Michael Principe, Data Analyst
- Zuleima Cota, Data Analyst
- Nick Martin, Data Analyst

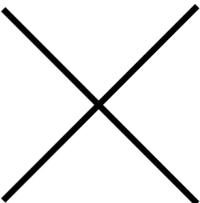
## TODAY'S PANELISTS

- Ellie Wood, Data Analyst
- Mitch Owen, Senior Business Intelligence Developer
- Abraham Silva, Program Manager, Administrative Data

# PARTNERS



UNIVERSITY OF ARIZONA  
**University Analytics  
& Institutional Research**



THE UNIVERSITY OF ARIZONA  
**Office of  
Diversity & Inclusion**



COLLEGE OF SOCIAL & BEHAVIORAL SCIENCES  
**Women in Science  
& Engineering**



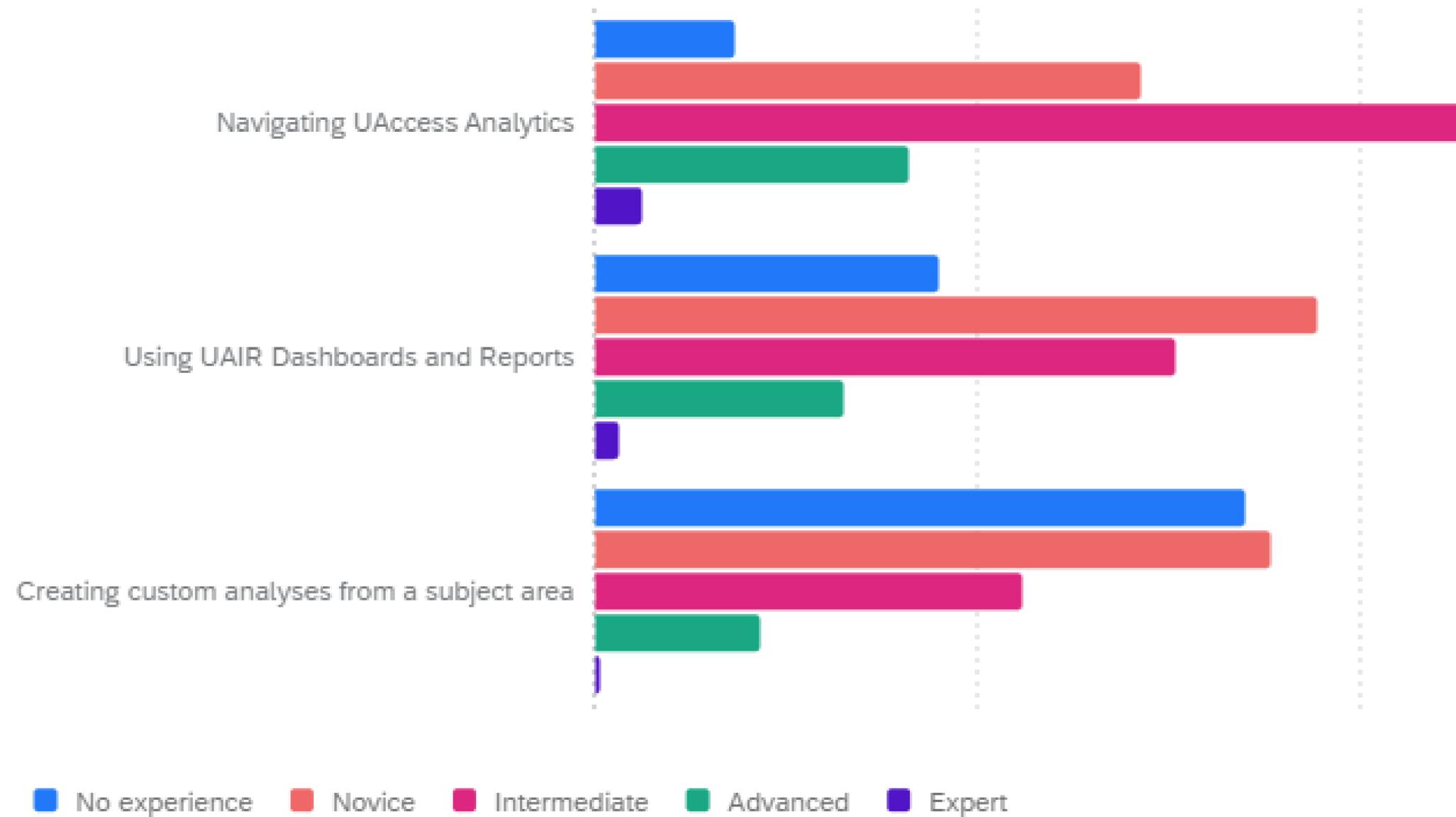
**College of Nursing**



**Office of the Provost**

# WELCOME | Who is here today?

Survey Question: Please rank your level of experience with the following UAccess Analytics products/services.



# WHAT DO YOU WANT TO KNOW?

Why do I need it?

Are we making progress pursuing diverse undergraduate students?

What information can I see?

What new data, reports, or dashboards are available?

Understanding where this data is coming from and its degree of accuracy.



# SERVICES OVERVIEW

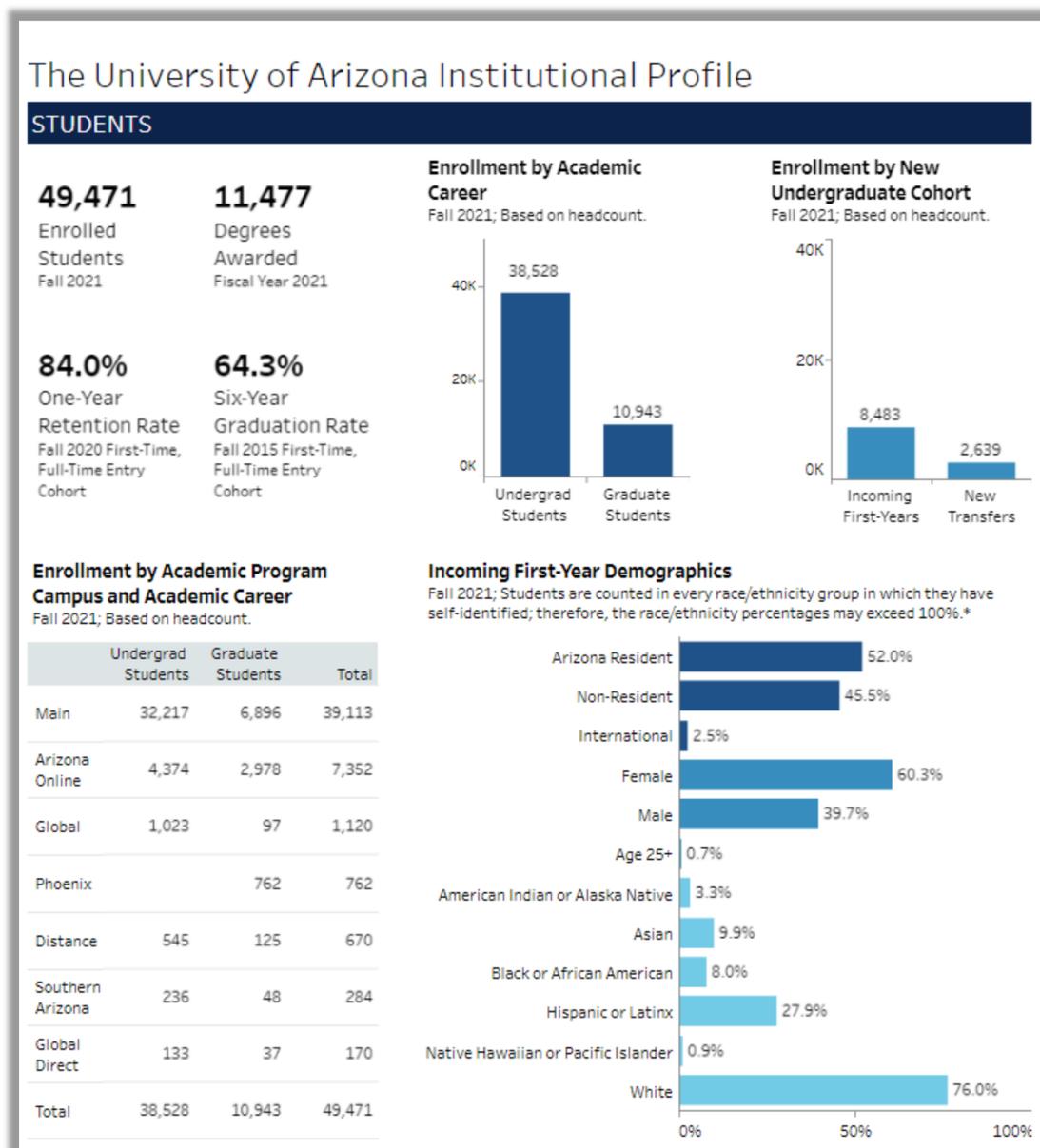
Christopher Cherry



# SERVICES

The screenshot displays the website for University Analytics & Institutional Research. At the top, a dark red header contains the text "THE UNIVERSITY OF ARIZONA" on the left and a search bar with the text "Search this site" and a magnifying glass icon on the right. Below the header is the organization's logo, which consists of a stylized "A" in a red and blue square followed by the text "University Analytics & Institutional Research". A horizontal navigation bar contains the following links: "HOME", "INTERACTIVE FACT BOOK", "SERVICES", "NEWS", "CONTACT", and "DATA REQUEST FORM". The "SERVICES" link is highlighted with a dark blue background, and a dropdown menu is open, listing the following options: "Services Overview", "UAccess Analytics", "Interactive Fact Book", "External Reporting", "Training and Resources", and "Enterprise Data Warehouse". The main content area features the text "EXPLORE ARIZONA THROUGH DATA." in a large, bold, dark blue font. Below this text is a decorative graphic composed of various white icons related to data and technology, including pie charts, bar graphs, gears, dollar signs, and binary code. At the bottom of the page, a dark red banner contains the text: "University Analytics and Institutional Research (UAIR) is committed to providing data that empowers campus decision-makers, informs policy and practice, and tells the Arizona story."

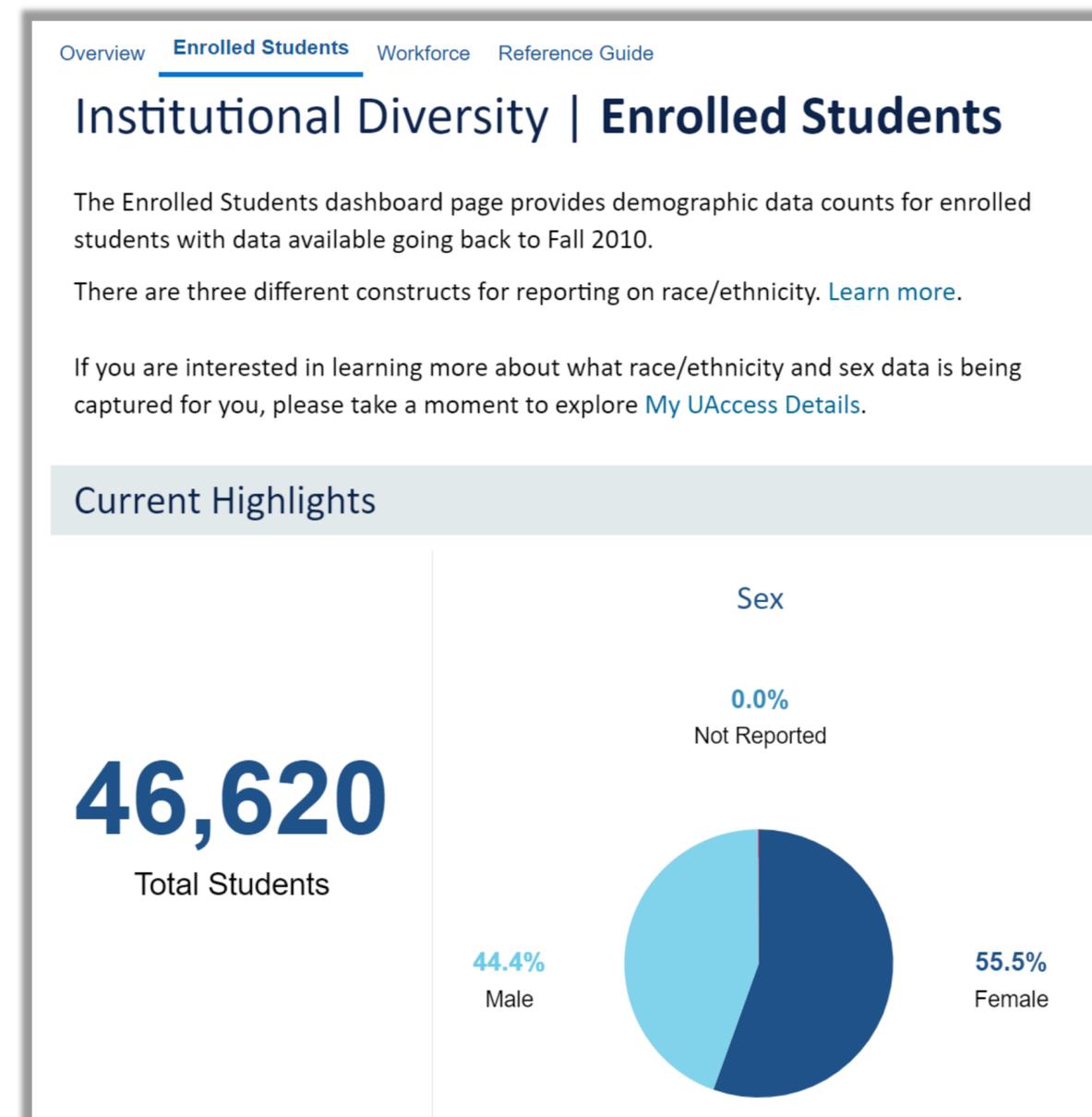
# INTERACTIVE FACT BOOK



- Publicly available and transparent.
- Designed to be user friendly.
- Provides aggregated totals of specific populations.
- Primarily based on fall census snapshot.
- Supports college and department reporting requirements.

# UACCESS ANALYTICS

- UAccess Analytics is the university's internal hub for viewing data and generating reports.
- Primarily refreshed nightly.
- Unique to the University of Arizona.
- No data is stored in UAccess Analytics.



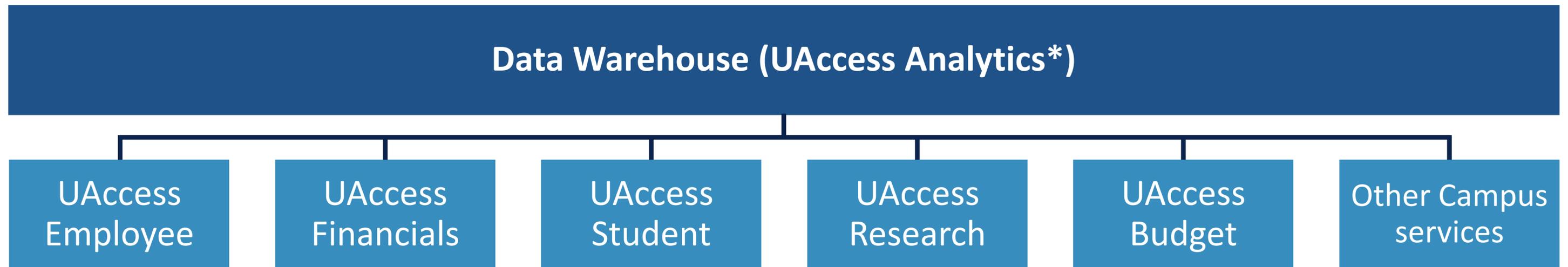
# WHERE DOES THE DATA COME FROM?

**DATA** must be collected, organized, and stored in a data warehouse. The systems that collect this data are often referred to as transaction systems.



# UARIZONA'S DATA WAREHOUSE

**THE DATA** in those systems is pulled out each night through a process called ETL, which stands for *extract, transform, and load*.



*\*With a few exceptions, the data in Analytics is current as of the end of the previous business day.*

# UACCESS ANALYTICS HOME

UAccessAnalytics Home

Home My Roles Visualizer Catalog Favorites Dashboards Create Open

**Create...**

- Analysis and Interactive Reporting  
Analysis Dashboard More
- Published Reporting  
Report Data Model More
- Actionable Intelligence  
Agent Action

Report Jobs  
Report Job History

**Get Started...**

**Recent**

**Dashboards**

- Security - Overview  
Open Edit More
- Security - Analytics/EPM R...  
Open Edit More
- Security - My UAccess Roles  
Open Edit More
- Security - Access Provisioni...  
Open Edit More
- Workforce Profile - Workforce  
Open Edit More
- Workforce Profile - Referen...  
Open Edit More

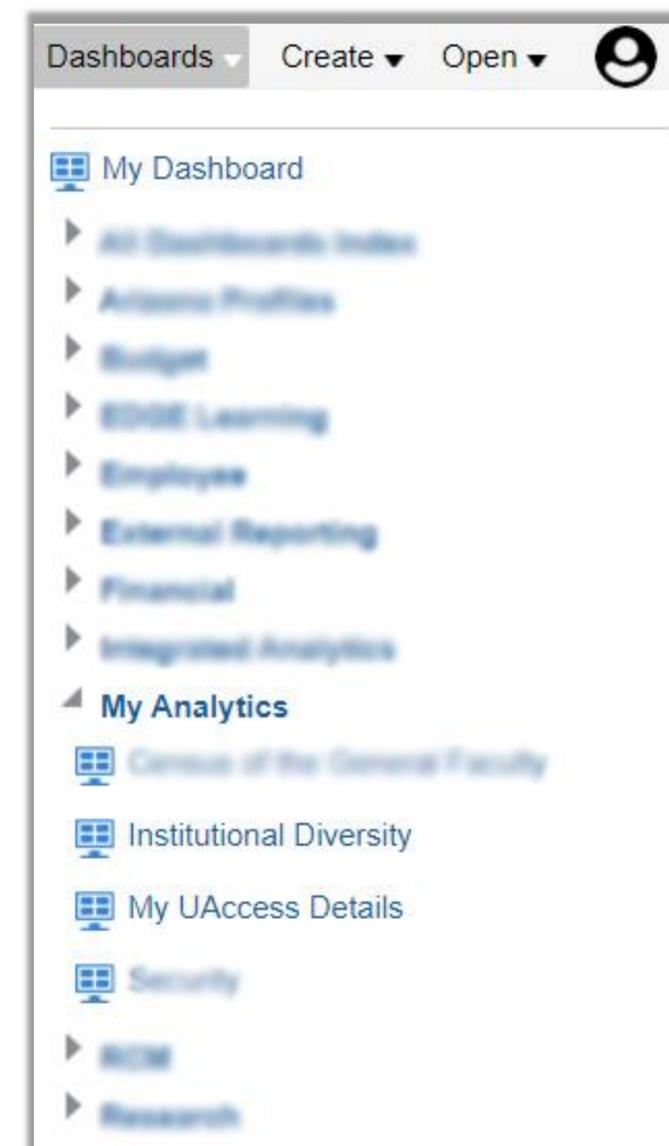
**More Dashboards**

**Most Popular**

No recommendations are currently available. Most Popular items will be displayed here when results become available.

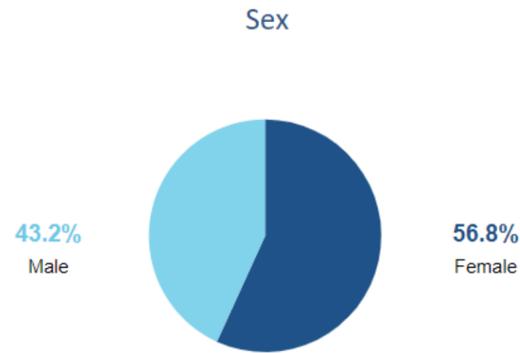
# UACCESS ANALYTICS DASHBOARDS

- Dashboards tab quickly gives you access to available dashboards.
- Institutional Diversity and My UAccess Details can be found under My Analytics.

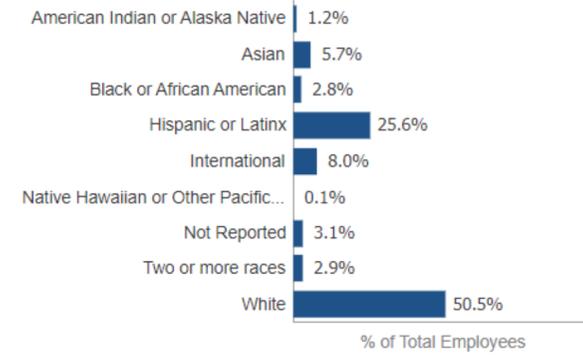


### Current Highlights

**22,022**  
Total Employees



### IPEDS Race/Ethnicity



### IPEDS Race/Ethnicity (% by Sex)

IPEDS Race/Ethnicity	Female	Male
American Indian or Alaska Native	0.7%	0.4%
Asian	3.2%	2.5%
Black or African American	1.7%	1.1%
Hispanic or Latinx	16.2%	9.5%
International	3.3%	4.7%
Native Hawaiian or Other Pacific Islander	0.0%	0.1%
Not Reported	1.5%	1.7%
Two or more races	1.9%	1.0%
White	28.3%	22.2%

### Snapshot Trends

\* Select a View: Workforce by Sex

College	Job Department	Sex	Headcount					% of Group Total						
			Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Current	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Current
<b>Grand Total</b>			<b>23227</b>	<b>23720</b>	<b>24227</b>	<b>22023</b>	<b>22323</b>	<b>22022</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
[College Name]	[Job Department]	Female	37	34	17	21	19	22	71.2%	75.6%	85.0%	75.0%	67.9%	71.0%
		Male	15	11	<5	7	9	9	28.8%	24.4%	15.0%	25.0%	32.1%	29.0%
	[Job Department]	Female	46	38	32	11	12	14	64.8%	61.3%	60.4%	57.9%	66.7%	73.7%
		Male	25	24	21	8	6	5	35.2%	38.7%	39.6%	42.1%	33.3%	26.3%
	[Job Department]	Female				<5	5	5				100.0%	100.0%	100.0%
		Male												
[College Name]	[Job Department]	Female	40	46	38	48	53	50	66.7%	73.0%	65.5%	65.8%	74.6%	72.5%
		Male	20	17	20	25	18	19	33.3%	27.0%	34.5%	34.2%	25.4%	27.5%
	[Job Department]	Female			14	13	15	17			63.6%	59.1%	62.5%	56.7%
		Male			8	9	9	13			36.4%	40.9%	37.5%	43.3%
	[Job Department]	Female	19	18	18	19	18	18	57.6%	58.1%	58.1%	59.4%	66.7%	72.0%
		Male	14	13	13	13	9	7	42.4%	41.9%	41.9%	40.6%	33.3%	28.0%
[Job Department]	Female						25	32					67.6%	64.0%
	Male						12	18					32.4%	36.0%

# DIVERSITY DATA OVERVIEW & INTERACTIVE FACT BOOK: ACADEMIC COLLEGE DIVERSITY

Michael Principe



# DIVERSITY DATA OVERVIEW

- Diversity, Equity and Inclusion initiatives are shaped, informed, and driven by data at their core.
- In support of this, UAIR makes available multi-dimensional measures of diversity in the IFB and UAccess Analytics.

# RACE/ETHNICITY FAQ

Race/Ethnicity is self-identified in UAccess and affiliates can self-select into every category with which they identify.

- Affiliates self-identify by answering these questions in UAccess:

1) Are you Hispanic or Latino?

Yes

No

2) What is your race? Select one or more.

American Indian or Alaska Native

Asian

Black or African American

Native Hawaiian or Pacific Islander

White

Those who do not self-identify a race/ethnicity are counted as "Not Reported".

- We currently maintain 3 different data models to count the UArizona population based on Race/Ethnicity.

# RACE/ETHNICITY COUNTING METHODOLOGIES

## Inclusive Race/Ethnicity

- Inclusive race/ethnicity metrics use flags to allow users to count all self-identifications of a population.
- Count of self-identifications NOT individuals

## Suggested Use Cases for Inclusive Race/Ethnicity:

- Internal reporting
- When it is important to capture the most inclusive picture of racial/ethnic demographic distribution on our campus

Note: When analyzing inclusive race/ethnicity data on a percentage basis numbers may add up to greater than 100% depending on the kinds of analysis performed.

# RACE/ETHNICITY COUNTING METHODOLOGIES

## IPEDS Race/Ethnicity

- Based on current federal reporting guidelines, students are grouped into a single category, which prioritizes Hispanic and Latinx over all other race/ethnicity categories.
- Students who have reported multiple race/ethnicity values, not including Hispanic/Latinx will be counted in the 'Two or more' grouping.
- All International students studying in the United States under various visa categories are grouped under 'International', otherwise referred to as Nonresident alien by IPEDS prior to Fall 2022 and Nonresident from Fall 2022 onwards.
- Census data is available back to Fall 2008.

## Suggested Use Cases for IPEDS Race/Ethnicity:

- External reporting
- Peer analytics against other institutions of higher education
- Certain cases where it is important to count each student only once

# RACE/ETHNICITY COUNTING METHODOLOGIES

## Legacy IPEDS Race/Ethnicity

- Based on former federal reporting guidelines, students are grouped into a single category, which prioritizes American Indian and Alaska Native over all other race/ethnicity categories.
- There is no 'Two or more' grouping in Legacy IPEDS.
- All International students studying in the United States under various visa categories are grouped under 'International', otherwise referred to as 'Nonresident alien' by IPEDS prior to Fall 2022 and 'Nonresident' from Fall 2022 onwards.

## Suggested Use Cases for IPEDS Race/Ethnicity:

- Certain cases where it is important to count all individual students who have self-identified as American Indian and Alaska Native

\*Legacy IPEDS Race/Ethnicity data is only available for students

# DIVERSITY DATA OVERVIEW | Race/Ethnicity

**Student A** identifies as Asian in UAccess Student, his country of citizenship is China, and he is studying in-person at main campus domestically on a student visa.

How will he be reported using the three approaches to race/ethnicity?

- Inclusive Race/Ethnicity: Asian
- IPEDS Race/Ethnicity: International
- Legacy IPEDS Race/Ethnicity: International

# DIVERSITY DATA OVERVIEW | Race/Ethnicity

**Student B** is a resident of Arizona and identifies as both Hispanic or Latinx and American Indian or Alaska Native in the UAccess Student.

How will she be reported using the three approaches to race/ethnicity?

- Inclusive Race/Ethnicity: Counted once in the Hispanic or Latinx total and counted once in the American Indian or Alaska Native total
- IPEDS Race/Ethnicity: Hispanic or Latinx
- Legacy IPEDS Race/Ethnicity: American Indian or Alaska Native

# SEX AND GENDER

- Currently, UAccess only offers binary Male and Female (or Not Reported) data for sex demographic analysis.
- Sex information is self-identified by the student/employee.
- UAccess Student/Employee offers affiliates the ability to specify their gender and pronouns. But this data is not currently available for analysis in UAccess Analytics.

# OTHER DEMOGRAPHIC CATEGORIES

- Veteran Status
- First Generation Student
- Age

In addition to,

- Race/Ethnicity
- Sex

# INTERACTIVE FACT BOOK | Academic College Diversity

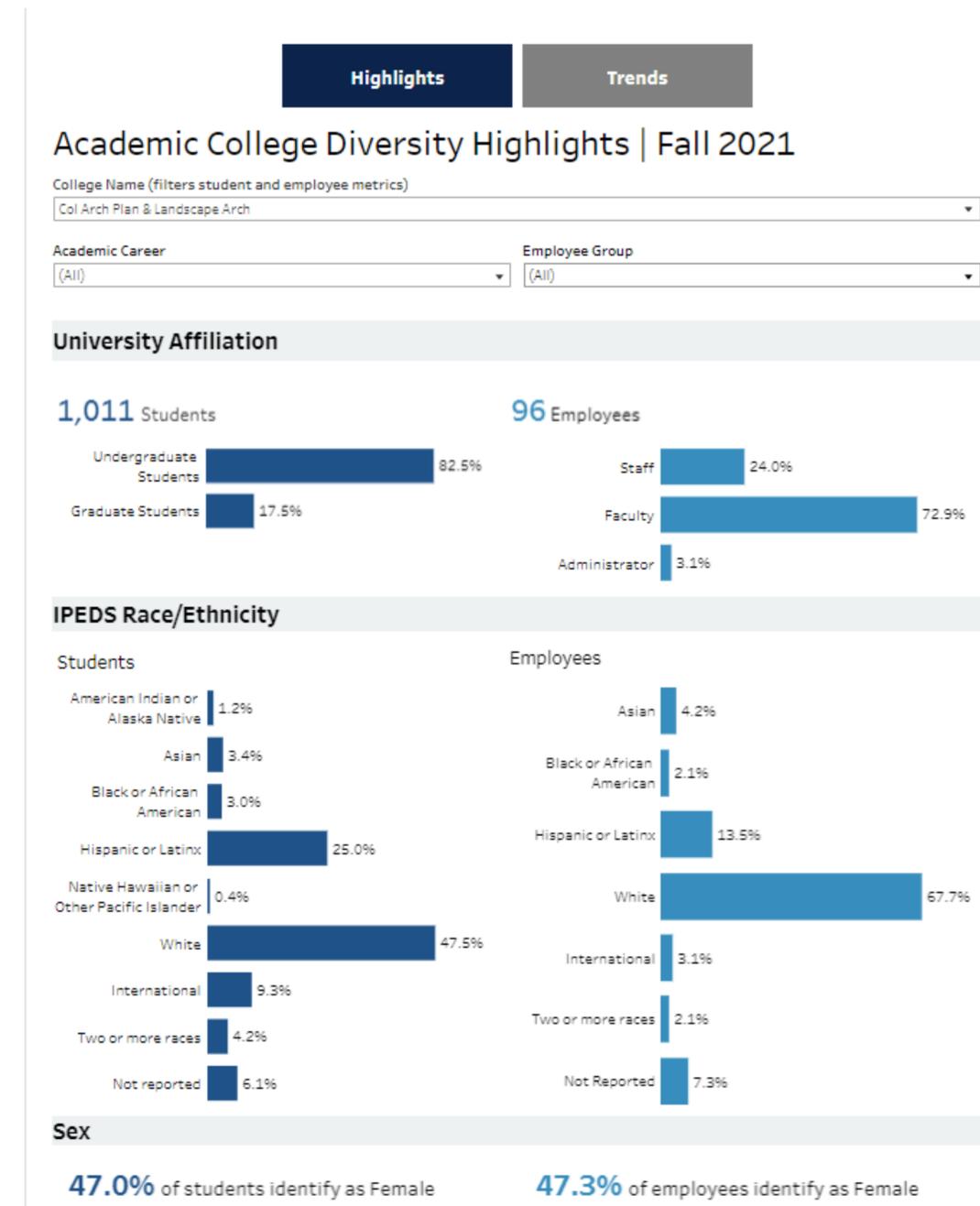
- Provides trend and comparative analysis of Student and College Employee populations across a variety of diversity metrics.
- Employee counts include those with positions at a UArizona College (employees with positions only in central UArizona offices are excluded).
- This IFB provides data at the individual college level.
- Metrics include:
  - University Affiliation
  - Race/Ethnicity
  - Sex
  - Age
  - Full-time/Part-time status
  - Population specific demographic metrics (First Generation students, benefits eligibility for employees)

*Path to the Academic College Diversity Interactive Factbook:*  
[uair.arizona.edu](http://uair.arizona.edu) > [Interactive Fact Book](#) > [Academic College Diversity](#)

# INTERACTIVE FACT BOOK | Academic College Diversity

## Highlights Dashboard

- Comparative analysis of students enrolled at and staff working in UArizona colleges
- Ability to filter to college, student type, and employee type for greater detail in analysis
- Numbers are based on most recent Fall census data



# INTERACTIVE FACT BOOK | Academic College Diversity

## Trends Dashboard

- Trends over time analysis of student and college employee populations
- Ability to perform trend based intersectional analysis (ie. Change in Graduate Student-Asian-Male-Full time counts from 2015-2021)
- Numbers are based on the most recent 10 years of Fall census data



# Questions?



# INSTITUTIONAL DIVERSITY DASHBOARD

Zuleima Cota & Nick Martin



# INSTITUTIONAL DIVERSITY DASHBOARD

[Overview](#) [Enrolled Students](#) [Workforce](#) [Reference Guide](#)

## Institutional Diversity | Overview

The Institutional Diversity Dashboard provides aggregated diversity data for enrolled students and the UArizona workforce, covering smaller groups (counts of less than 5 are hidden). Most demographic data will be available going back to Fall 2010. UAIR believes

### Dashboard Page and Sub-Page Descriptions

Enrolled Students

Workforce

*Path to the Dashboard in UAccess Analytics:  
Dashboards > My Analytics > [Institutional Diversity](#)*

# INSTITUTIONAL DIVERSITY | Student

- This dashboard page provides aggregated demographic data for **enrolled students**.

## Institutional Diversity | Enrolled Students

The Enrolled Students dashboard page provides demographic data counts for enrolled students with data available going back to Fall 2010.

There are three different constructs for reporting on race/ethnicity. [Learn more](#).

If you are interested in learning more about what race/ethnicity and sex data is being captured for you, please take a moment to explore [My UAccess Details](#).

Fiscal Year: 2019;2020;2021;2022  
 College: --Select Value--  
 Budget Department: --Select Value--  
 Plan Department: --Select Value--  
 Academic Career: --Select Value--  
 Primary Major Plan Flag: --Select Value--  
 Academic Plan Type: --Select Value--

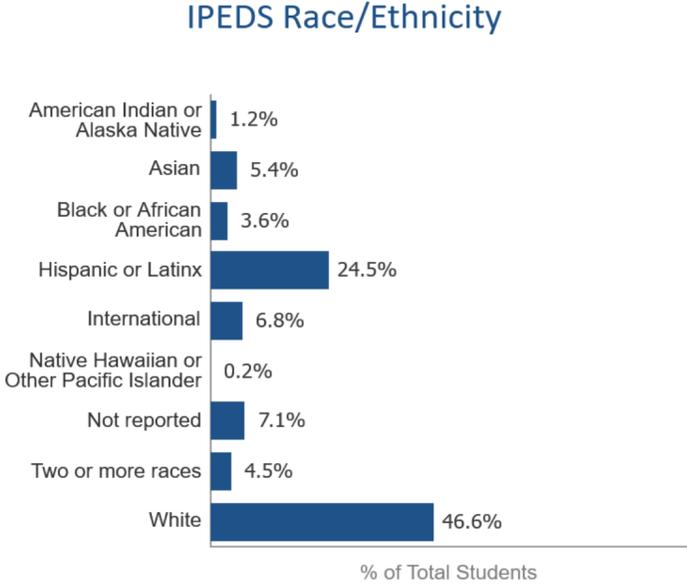
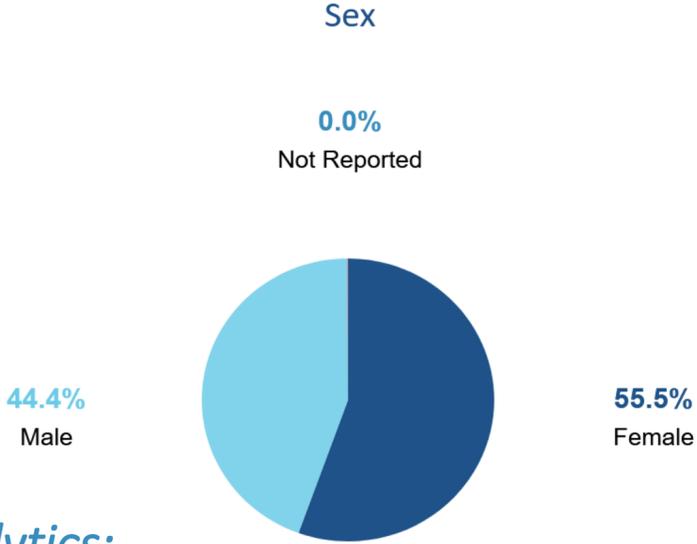
Apply Reset

**Page prompts**

Prompts are the filters available on the page.

### Current Highlights

**46,618**  
Total Students



IPEDS Race/Ethnicity	Female	Male	Not Reported
American Indian or Alaska Native	0.8%	0.4%	
Asian	3.0%	2.4%	
Black or African American	2.0%	1.6%	
Hispanic or Latinx	14.8%	9.8%	0.0%
International	2.5%	4.3%	0.0%
Native Hawaiian or Other Pacific Islander	0.1%	0.1%	
Not reported	3.5%	3.6%	0.0%
Two or more races	2.6%	1.9%	
White	26.2%	20.4%	0.0%

Path to the Dashboard in UAccess Analytics:  
[Dashboards](#) > [My Analytics](#) > [Institutional Diversity](#) > [Enrolled Students](#)

# INSTITUTIONAL DIVERSITY | Student

**Scenario: I am looking for data specific to my college. How can I pull reports at the college level?**

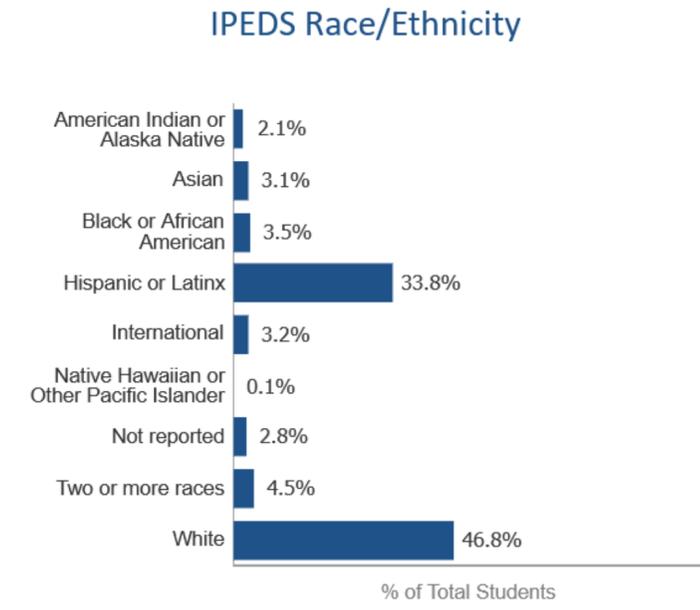
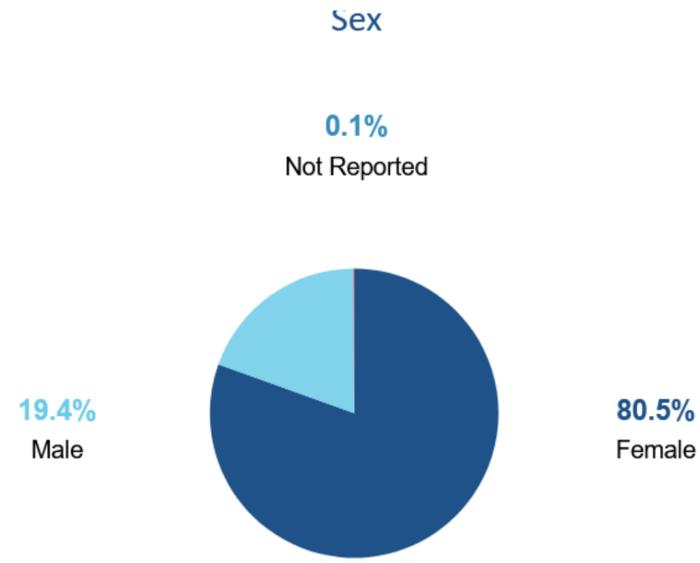
- **Filter by college:** Click on the down arrow to expand the options in the college prompt. Scroll through the list to find your college, click the check-box, and hit apply. In the screenshot below, the College of Education has been selected.

The screenshot displays a reporting interface with the following elements:

- Fiscal Year:** A dropdown menu with options: 2021;2022;Current
- College:** A dropdown menu with a blue border. The current selection is "[EDUC] College of". The expanded list shows:
  - [AGSC] College of Agric and Life Sci
  - [ARCH] Col Arch Plan & Landscape Arch
  - [BUSN] Eller College of Management
  - [CLAD] Letters Arts & Sci Division
  - [CLAS] Colleges of Letters Arts & Sci
  - [EDUC] College of Education
- Budget Department:** A dropdown menu with the text "--Select Value--"
- Plan Department:** A dropdown menu with the text "--Select Value--"
- Academic Career:** A dropdown menu with the text "--Select Value--"
- Buttons:** "Apply" and "Reset" buttons with a dropdown arrow.

# View of the report filtered to the College of Education

**2,142**  
Total Students



IPEDS Race/Ethnicity	Female	Male	Not Reported
American Indian or Alaska Native	1.9%	0.3%	
Asian	2.5%	0.6%	
Black or African American	2.5%	1.0%	
Hispanic or Latinx	27.3%	6.4%	0.1%
International	2.2%	1.0%	
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	
Not reported	2.2%	0.7%	
Two or more races	3.5%	1.0%	
White	38.4%	8.5%	

## Snapshot Trends

\* Select a View:  ▼

College	Plan Department	Sex	Headcount					% of Group Total				
			Fall 2018	Fall 2019	Fall 2020	Fall 2021	Current	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Current
<b>Grand Total</b>			<b>1957</b>	<b>1953</b>	<b>2148</b>	<b>2156</b>	<b>2142</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
[EDUC] College of Education	[3204] Disability Psychoeduc Studies	Female	585	604	616	632	578	88.1%	85.4%	84.4%	84.6%	86.9%
		Male	79	103	113	114	86	11.9%	14.6%	15.5%	15.3%	12.9%
		Not Reported			<5	<5	<5			0.1%	0.1%	0.2%
	[3208] Teaching Teacher Education	Female	9	6	7	8	9	60.0%	54.5%	87.5%	80.0%	81.8%
		Male	6	5	<5	<5	<5	40.0%	45.5%	12.5%	20.0%	18.2%
	[3211] Educational Psychology	Female	49	63	73	88	99	79.0%	85.1%	83.0%	80.0%	81.1%
		Male	13	11	15	22	23	21.0%	14.9%	17.0%	20.0%	18.9%
	[3221] Educatnl Policy Studies Pract	Female	135	146	167	184	180	65.2%	67.6%	67.1%	68.9%	68.7%
		Male	72	70	82	83	81	34.8%	32.4%	32.9%	31.1%	30.9%

# INSTITUTIONAL DIVERSITY | Student

- **Tables:** There are various table views available where it's possible to review enrolled student headcounts by:
  - Sex
  - IPEDS Race/Ethnicity
  - Legacy IPEDS Race/Ethnicity
  - Inclusive Race/Ethnicity

## Views

Sex	Headcount				% of Group Total					
	Fall 2019	Fall 2020	Fall 2021	Current	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Current	
	45918	46932	49471	46618	100.0%	100.0%	100.0%	100.0%	100.0%	
Female	31	30	27	25	20	63.3%	61.2%	79.4%	78.1%	80.0%
Male	18	19	7	7	5	36.7%	38.8%	20.6%	21.9%	20.0%
Female	723	718	752	805	703	77.7%	80.0%	80.9%	82.1%	83.1%
Male	207	180	178	176	143	22.3%	20.0%	19.1%	17.9%	16.9%

# INSTITUTIONAL DIVERSITY | Student

- Headcounts under 5 are represented by a "<5" label on all views except Inclusive Race/Ethnicity
  - Students/employees can identify in multiple Inclusive Race/Ethnicities and be counted once for each. This helps protect the identities of individual students and employees.

Sex	Headcount				
	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Current
	1334	1268	1361	1235	1301
Female	438	415	458	426	431
Male	894	851	900	807	869
Not Reported	<5	<5	<5	<5	<5

# INSTITUTIONAL DIVERSITY | Student

- Additional columns can be added.
  - Columns can be added to the analysis by right-clicking on the field area, selecting 'include column' and adding the desired columns that are available such as 'Term Type' etc.

Select a View: Enrolled Students by Sex

Sex	Fall 2018	Fall 2019	% of Group Total			
			Fall 2019	Fall 2020	Fall 2021	Current
Female			100.0%	100.0%	100.0%	100.0%
Male			61.2%	79.4%	78.1%	80.0%
Female			38.8%	20.6%	21.9%	20.0%
Male			80.0%	80.9%	82.1%	83.1%
Female	44	107	20.0%	19.1%	17.9%	16.9%
			21	10	7	66.7%
			73.3%	77.8%	58.8%	63.6%

Term Type

Academic Career

Reporting Career

Academic Program Campus

Academic Program Location

Academic Plan Type

Primary Major Plan Flag

ABOR Plan STEM Flag

ABOR Student STEM Flag

**Additional columns**

# INSTITUTIONAL DIVERSITY DASHBOARD

- The Institutional Diversity dashboard also includes a page for the workforce population.

[Overview](#) [Enrolled Students](#) [Workforce](#) [Reference Guide](#)

## Institutional Diversity | Overview

The Institutional Diversity Dashboard provides aggregated diversity data for enrolled students and the UArizona workforce, co smaller groups (counts of less than 5 are hidden). Most demographic data will be available going back to Fall 2010. UAIR belie

### Dashboard Page and Sub-Page Descriptions

Enrolled Students

Workforce

*Path to the Dashboard in UAccess Analytics:*  
[Dashboards](#) > [My Analytics](#) > [Institutional Diversity](#) > [Workforce](#)

# INSTITUTIONAL DIVERSITY | Workforce

- Mirrors layout of the Institutional Diversity | Student page

## Institutional Diversity | Workforce

The Workforce dashboard page provides demographic data counts for the UArizona workforce with data available going back to Fall 2010.

There are three different constructs for reporting on race/ethnicity. [Learn more.](#)

If you are interested in learning more about what race/ethnicity and sex data is being captured for you, please take a moment to explore [My UAccess Details.](#)

Snapshot: Current; Fall 2021; Fall 2020; Fall 2019

College: --Select Value--

Job Department: --Select Value--

Budget Department: --Select Value--

Primary Job Indicator: --Select Value--

Primary Employee Group Major: --Select Value--

Highest Contract Status: --Select Value--

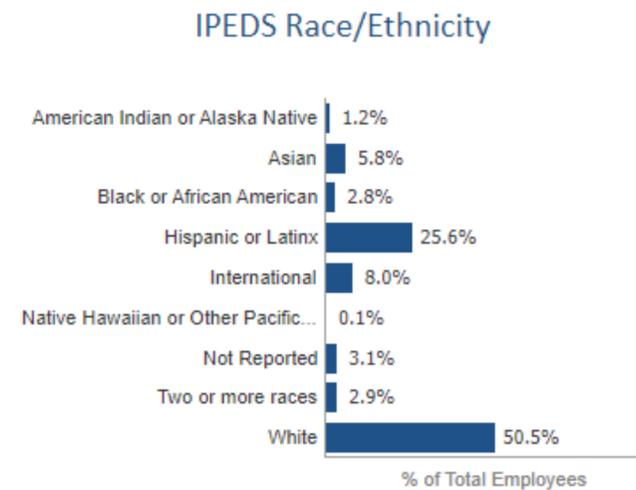
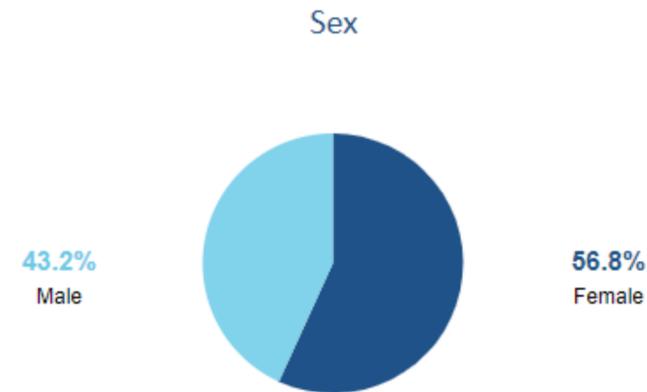
ABOR Classification: --Select Value--

Primary Employee Group Include: --Select Value--

Apply Reset

### Current Highlights

**22,033**  
Total Employees



IPEDS Race/Ethnicity (% by Sex)

IPEDS Race/Ethnicity	Female	Male
American Indian or Alaska Native	0.7%	0.4%
Asian	3.2%	2.6%
Black or African American	1.7%	1.1%
Hispanic or Latinx	16.1%	9.5%
International	3.3%	4.7%
Native Hawaiian or Other Pacific Islander	0.1%	0.0%
Not Reported	1.5%	1.7%
Two or more races	1.9%	1.0%
White	28.3%	22.2%

# INSTITUTIONAL DIVERSITY | Workforce

- The views available in the Workforce page are:
  - Sex
  - IPEDS Race/Ethnicity
  - Inclusive Race/Ethnicity

**Views**

Sex	adcount				% of Group Total				
	19	Fall 2020	Fall 2021	Current	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021
	27	22023	22323	22096	100.0%	100.0%	100.0%	100.0%	100.0%
Female	37	34	17	21	71.2%	75.6%	85.0%	75.0%	67.9%
Male	15	11	<5	7	28.8%	24.4%	15.0%	25.0%	32.1%
Female	46	38	32	11	64.8%	61.3%	60.4%	57.9%	66.7%
Male	25	24	21	8	35.2%	38.7%	39.6%	42.1%	33.3%
Female				<5				100.0%	100.0%

# INSTITUTIONAL DIVERSITY | Workforce

- Additional columns can be added.

\* Select a View: Workforce

Primary Employee Group Major

Highest Contract Status

Primary Employee Group Include

Primary Employee Group Minor

Primary Employee Group Detail

Primary IPEDS Employee Group

Academic Rank Description

Highest Contract Status Code

IPEDS Full-Time Part-Time

*Additional columns*

		Headcount					
		2019	Fall 2020	Fall 2021	Current	Fall 2017	Fall 2018
Sex		4227	22023	22323	22096	100.0%	100.0%
	Female	17	21	19	37	71.2%	75.6%
	Male	<5	7	9	12	28.8%	24.4%
	Female	32	11	12	<5	64.8%	61.3%
	Male	25	24	21	8	35.2%	38.7%

# INSTITUTIONAL DIVERSITY | Workforce

**Scenario: I am looking for data specific to faculty. How can I pull reports for faculty only?**

- **Filter by ABOR Classification:** Click on the down arrow to expand the options in the ABOR Classification prompt. Scroll through the list to find Faculty, click the check-box, and hit apply.

The screenshot displays a reporting interface with several filter dropdown menus. The filters are arranged in a grid:

- Snapshot: Current;Fall 2021;Fall 2020;Fall 2...
- College: --Select Value--
- Job Department: --Select Value--
- Budget Department: --Select Value--
- Primary Job Indicator: --Select Value--
- Primary Employee Group Major: --Select Value--
- Highest Contract Status: --Select Value--
- ABOR Classification: --Select Value-- (This dropdown is expanded, showing a list of options with checkboxes: Academic Professional, Administrative, Classified Staff, Faculty (checked), Graduate Assistant/Associate. A search bar is visible at the bottom of the dropdown menu.)
- Primary Employee Group Include: --Select Value--

# INSTITUTIONAL DIVERSITY DASHBOARD

## Reference Guide

- There is a reference guide available to assist with frequently asked questions and with clarification of specific terminology found in this dashboard.

*Path to the Dashboard in UAccess Analytics:*

*[Dashboards > My Analytics > Institutional Diversity > Reference Guide](#)*

## Data Terms and Definitions

Data/Metric	Description of Data
Academic Career	Each student enrolled at the university has one or more academic plans. Academic plans determine the program of study as well as indicate the student's status as an undergraduate or graduate student. In the case of undergraduate students, correspondence students are included in these counts up until the program ended in the Spring of 2015. Graduate student counts include students with the following academic careers: Graduate, Law, Medical School, Pharmacy, Professional, and Veterinary Medicine.
Academic Plan Type	The corresponding plan type for the student's academic plan. Plan Types include, Major, Secondary Majors, Minors, Preparation (Pre-Majors), Course of Study, Specialization, and Graduate Exchange.
College	For student data, the college which owns the department to which the academic plan belongs, based on majority ownership. For employee data, the college refers to the academic or operational unit that the job department rolls up to.
Budget Department	Units that are considered "official" as they exist as part of the budget. This makes them a reliable organization to review data across different UAccess Enterprise Systems (ie., Financials, Student, Employee, Space, Research).
Enrolled Students	All students who are enrolled in at least 1 unit as of the fall census snapshot.
Inclusive Race/Ethnicity	Includes every race/ethnicity group in which a student/employee has self-reported; therefore, the total counts will exceed the overall total headcount. Fall 2020 was the first census snapshot to capture these indicators.

# INSTITUTIONAL DIVERSITY DASHBOARD

## Who can access this dashboard?

- **Analytics Role:** Anyone with a NETID is able to access this without needing to request additional provisions.

## I'm looking for person-level demographic data. Where can I find this?

- **Student Headcounts – Census Trends** (Requires Student Medium Access)

*Path to the Dashboard in UAccess Analytics:*

*Dashboards > Student > [Academic Plan and Headcounts](#) > [Student Headcounts](#) > [Census Trends](#)*

- **Workforce Headcounts – Workforce Demographics** (Requires HR Medium Access)

*Path to the Dashboard in UAccess Analytics:*

*Dashboards > Student > Employee > [Workforce](#) > [Demographics](#)*

# Questions?



# My UAccess Details Dashboard

Nick Martin



# MY UACCESS DETAILS

- Only you can see details for yourself
- Shows how you are represented in reports with demographic data.
  - (If you would like to update your information follow the "How to Update..." Sections in the bottom right of the page)

*Path to the Dashboard in UAccess Analytics:  
Dashboards > My Analytics > [My UAccess Details](#)*

# MY UACCESS DETAILS

## My UAccess Details

This dashboard displays your employment, contact, and personal information from UAccess Employee. This dashboard also shows how your race/ethnicity information reported to IPEDS and within the University of Arizona.

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### Wilma T. Wildcat, Mascot

Status: **Active** | Total FTE: **1.00**

Data as of **07/14/2023**

Employment Information	Contact Information	Personal Information	
College: <b>School of Felinology</b>	Address: <b>The University of Arizona</b>	Preferred Name: -	Citizenship Status: <b>Citizen</b>
Home Department: <b>Mascot Studies</b>	City, State Zip: <b>Tucson, AZ 85721</b>	Birthdate: <b>10/08/1980</b>	Citizenship Country: <b>United States</b>
Campus Location: <b>?</b>	Preferred Phone: <b>520/621-2211</b>	Sex: <b>F</b>	Visa Permit Type: -
Net ID / Employee ID: <b>wildcatw1 / 0000000000</b>		Military Status: <b>Not a Veteran</b>	Visa Expiration Date:
Original Hire Date: <b>03/01/1986</b>			
Highest Education Level: <b>Not Indicated</b>			

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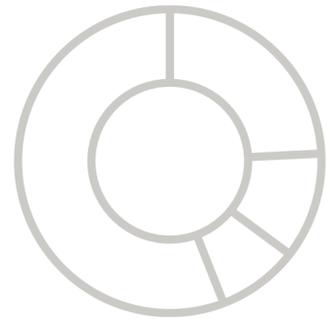
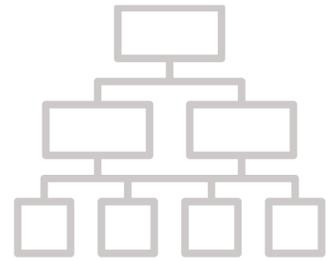
Inclusive Race/Ethnicity Information	How Your Race/Ethnicity Will Be Reported	How to Update Your Race/Ethnicity
American Indian or Alaska Native: <b>N</b>	IPEDS: <b>N/A</b>	<ol style="list-style-type: none"> <li>1. Log in to <b>UAccess</b> and select "Employee/Manager Self Service"</li> <li>2. Select the "Personal Information" tile</li> <li>3. Select "Ethnic Groups" on the sidebar</li> <li>4. Complete the options and click "Save"</li> </ol>
Asian: <b>N</b>	Institutional Reporting*: <b>N/A</b>	
Black or African American: <b>N</b>	*adheres to IPEDS guidelines with a language shift	
Hispanic/Latinx: <b>N</b>	Visit <a href="#">UAIR Race/Ethnicity Reporting FAQ's</a> to learn more about race/ethnicity data and reporting.	
Native Hawaiian or Pacific Islander: <b>N</b>		
White: <b>N</b>		<h3>How to Update Other Personal Information</h3> <p>Most fields shown on this page can also be updated through <b>UAccess</b>. Certain fields such as birthdate, sex, original hire date, and highest education level can be updated by contacting your business manager.</p>

If you have the appropriate permissions in UAccess Analytics, please visit [Employee Profile](#) for more details and information.

# Questions?



# LOOKING BACK



- Brief introduction to UAccess Analytics
- Diversity Data Overview (Race/Ethnicity Reporting FAQ)
- Interactive Fact Book Academic College Diversity
- Institutional Diversity Student
- Institutional Diversity Workforce
- My UAccess Details

# THE VALUE OF CUSTOMER EXPERIENCE

UAIR is here to provide ongoing training and support. We want the campus community to have the knowledge and the know-how to take full advantage of our products and services.

# WANT TO KNOW MORE?

**TAKE ADVANTAGE OF OUR KNOWLEDGE.** UAIR is here to enhance data literacy and customer experience for campus.

- **UAIR Newsletter**  
(the latest news straight from UAIR)
- **UAccess Analytics Training**  
(constantly updated modules and materials)
- **Analytics Office Hours**  
(visit with our staff to have your individual questions answered)
- **UAccess Community**  
(a community of users and resources)
- **Data Exploration Series**  
(ongoing data literacy presentations)

Visit our website for more information <https://uair.arizona.edu/>

# CALL TO ACTION

We must continually and responsibly use diversity data to educate ourselves, identify opportunities for inclusive change, avoid reinforcing inequitable policies, and drive data-informed DEI initiatives.



# GO FURTHER

- Faculty Affairs Reports & Data <https://facultyaffairs.arizona.edu/faculty-reports-and-data>
- Race/Ethnicity FAQ [Race/Ethnicity Reporting FAQ | University Analytics and Institutional Research \(arizona.edu\)](https://universityanalytics.arizona.edu/race-ethnicity-reporting-faq)
- Actionable Intelligence for Social Policy <https://aisp.upenn.edu/>
- **Invisible Women: Data Bias in a World Designed for Men** by Caroline Criado Perez
- **Data Feminism** by Catherine D'Ignazio and Lauren F. Klein
- **White Logic, White Methods: Racism and Methodology** by Tukufu Zuberi and Eduardo Bonilla-Silva



# University Analytics & Institutional Research

## THANK YOU

Let us know how we did. Please take our survey!

